

CITY OF ARCADIA
BENEFITS SUMMARY – ARCADIA CITY EMPLOYEES ASSOCIATION (ACEA)
PERMANENT PART TIME EMPLOYEES
(04/01/2014 - 6/30/2018)

RETIREMENT – CalPERS

Optional contract benefits include:

- Post-Retirement Survivor Allowance § 21624 & 21626
- Third Level of 1959 Survivor Benefits § 21573
- Credit for Unused Sick Leave § 20965
- Pre-Retirement Option 2W Death Benefit § 21548 (employee pays .138% cost share)
- Military Service Credit as Public Service § 21024
- Military Service Credit for Retired Persons § 21027

Tier I Retirement Benefits (hired prior to 07/01/2011)

- 2.5% @ 55 formula
- Employee pays 7% of employer cost through cost-share
- Employee pays 1% of employee cost
- EPMC: 7% paid by City is reported as special compensation
- Single highest year calculation
- For eligible employees: employee & spouse retiree medical benefits until Medicare eligible

Hybrid Retirement Benefits (hired 7/1/2011-10/8/2011)

- 2.5% @ 55 formula
- Single highest year calculation
- 8% Employee Share paid by Employee

Tier II Retirement Benefits (hired on or after 10/9/2011)

- 2% @ 60 formula
- 3 Year Final Compensation
- 7% Employee Share paid by Employee

New CalPERS Members PEPRA (hired on or after 01/01/2013)

- 2% @ 62 formula
- 3 Year Final Compensation
- 6.75% Employee Share paid by Employee (50% of normal cost)

SICK LEAVE

Accruable – 4 hours per month

Max. accumulation – 750 hours

No Buyback

VACATION

<u>Yrs of Srvc</u>	<u>Hrs pp</u>	<u>Hrs per Yr</u>	<u>Max Accrual</u>
0-5	1.54	40	100
6-10	2.31	60	150
11-15	2.62	68	170
15+	3.07	80	200

Max. accumulation – amount accruable in 65 pay periods (2 ½ years)

HOLIDAYS

	13 Days
New Year's Day	Friday following Thanksgiving Day
Presidents Day	Christmas Day
Memorial Day	Christmas Eve – 2 hours
Independence Day	New Year's Eve – 2 hours
Labor Day	Floating Holiday – MLK's birthday
Veteran's Day	Floating Holiday – Admission Day
Thanksgiving Day	Floating Holiday – Employee B-day

Note: Hours vary based on schedule. Each holiday is 4-4 ½ hours depending upon normal schedule (unless noted)

MEDICAL AND DENTAL INSURANCE

- CalPERS Medical Plans and Delta Dental Plans
- Benefit allowance of \$448.50 month
- Benefit allowance effective July 1, 2015, \$467/month
- Benefit allowance effective July 1, 2016, \$486/month
- Balance can be taken as cash back or applied to a deferred compensation plan

VISION INSURANCE (Vision Service Plan)

City paid vision plan for employee and dependents

LIFE INSURANCE (The Standard Insurance)

\$25,000 Life & AD&D benefit

Additional Voluntary Life plans available through carrier

LONG TERM DISABILITY (The Standard Insurance)

Maximum benefit \$1,300/month

90-day benefit waiting period

Optional Buy-Up plan available

LONGEVITY PAY

Based on the following formula:

<u>Completed Years of Service</u>	<u>Amount Per Pay Period</u>
5 – 9 Years	\$21.01
10 – 14 Years	\$31.52
15 Years and beyond	\$42.03

DEFERRED COMPENSATION

Income may be deferred through plans with ICMA-RC and/or Nationwide Retirement Solutions.

UNIFORMS

Provided to some classifications – See MOU. Replace as needed.

All employees not requiring uniforms shall receive one polo shirt yearly

TUITION LOAN/REIMBURSEMENT (Fiscal Year)

Maximum loan or reimbursement, including on campus parking fees and textbooks shall be paid at the rate of \$2,063 for undergraduate courses and \$2,531 for graduate courses. Courses, specialized training, or degree programs must be job related and pre-approved by Department Head and Human Resources Administrator.

BILINGUAL PAY

Up to 9 employees @ \$37.10/pp

COMPUTER LOAN PROGRAM

Up to \$2,500 interest free loan and payroll deduction

HEALTH & DEPENDENT CARE SPENDING ACCOUNTS

Maximum \$2,500 Health/\$5,000 Dependent Care annually for 2013

Sign up during Open Enrollment – Calendar Year Plans

EMPLOYEE ASSISTANCE PROGRAM

Through Managed Health Network